

ABSTRAK

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Analisis Kinerja Petugas Lapangan Keluarga Berencana dalam Program KB Pria di Kabupaten Cilacap

xiii + 130 + 22 tabel + 4 gambar + 8 lampiran

Target MDG's untuk mencapai AKI 102/100.000 kelahiran hidup dan AKB 23/1.000 kelahiran hidup dilakukan dengan memperbaiki kesehatan ibu dengan meningkatkan angka pemakaian kontrasepsi dan menurunkan *unmet need*. Persentase peserta KB mantap pria di Kabupaten Cilacap menempati urutan terendah yaitu 0,16%. Keberhasilan program KB tidak terlepas dari kinerja dan penilaian kinerja erat dengan tugas pokok dan fungsi PLKB.

Penelitian ini merupakan penelitian cross sectional, pendekatan kuantitatif. Populasi penelitian PLKB di Kabupaten Cilacap. Subjek penelitian 91 PLKB di Kabupaten Cilacap dengan cara *Simple random sampling*. Pengumpulan data dilakukan melalui wawancara dan observasi menggunakan kuesioner terstruktur. Analisis data menggunakan analisis jalur yang dengan uji T pada program VPLS (*Visual Partial Least Square*)

Hasil penelitian menunjukkan Kemampuan dan ketrampilan PLKB baik sebanyak 58,2%, sumber daya baik 71,4%, persepsi kepemimpinan baik 57,1%, motivasi baik 70,3%, sikap baik 64,8%, desain pekerjaan baik 53,8% dan imbalan baik 62,6% dalam pelaksanaan program KB pria. 57,1% memiliki kinerja baik dan 42,9% memiliki kinerja kurang baik. Tidak ada hubungan sikap dengan kinerja ($t=-1,089$), persepsi kepemimpinan dengan sikap ($t=1,311$), dan imbalan dengan motivasi ($t = 1,431$). Ada hubungan yang signifikan antara sumber daya dengan motivasi ($t=2,897$), motivasi dengan sikap ($t=2,445$), desain pekerjaan dengan motivasi ($t=2,242$), imbalan dengan sikap ($t = 4,523$), kemampuan dan keterampilan dengan sikap ($t=2,011$) dan kemampuan dan keterampilan dengan kinerja PLKB ($t=2,906$). Kemampuan dan ketrampilan merupakan faktor yang paling dominan berpengaruh terhadap kinerja PLKB dengan prediksi sebesar 11,7%.

Disarankan kepada Bapermas, PP, PA dan KB untuk memelihara dan meningkatkan kemampuan dan ketrampilan PLKB melalui *up grade* program KB dan mengadakan pelatihan-pelatihan secara periodik untuk mempertahankan kemampuan dan ketrampilan. Walaupun sikap tidak berpengaruh secara signifikan tetapi tetap perlu diperhatikan karena sikap dipengaruhi oleh faktor lain seperti imbalan, motivasi, sumber daya dan desain pekerjaan.

Kata kunci : PLKB, analisis kinerja, KB pria
Kepustakaan : 62 (1966-2012)

ABSTRACT

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A Performance Analysis of Family Planning Field Workers in Family Planning Program for Male in District of Cilacap

xiii + 130 pages + 22 tables + 4 figures + 8 enclosures

Target of Millennium Development Goals is to achieve Maternal Mortality Rate equal to 102/100,000 live births and Infant Mortality Rate 23/1,000 live births. To realize it, improvement of maternal health is done by increasing the use of contraception and decreasing unmet need. Percentage of male acceptors in Cilacap District placed the lowest position, namely 0.16%. The success of the family planning program is related to performance. In addition, performance assessment is related to duties and functions of Family Planning Field Workers (FPFW).

This was quantitative research with cross-sectional approach. Population was FPFW in Cilacap District. Number of samples was 91 persons taken by a technique of Simple Random Sampling. Data were collected by interview and observation using a structured questionnaire. Furthermore, data were analyzed using T test on a program of Visual Partial Least Square.

The results of this research showed that mostly respondents had good ability and skills (58.2%), good resources (71.4%), good leadership perception (57.1%), good motivation (70.3%), good attitude (64.8%), good work design (53.8%), and good rewards (62.6%) in implementing the family planning program on male group. Additionally, as many as 57.1% of respondents had good performance and 42.9% of respondents had bad performance. Furthermore, there was no association between attitude and performance ($t=-1.089$), leadership perception and attitude ($t=1.311$), and rewards and motivation ($t=1.431$). Contrarily, some factors had significant relationship between each other, namely resources with motivation ($t=2.897$), motivation with attitude ($t=2.445$), work design with motivation ($t=2.242$), rewards with attitude ($t=4.523$), ability and skills with attitude ($t=2.011$), and ability and skills with performance ($t=2.906$). Ability and skills were the most influential factors in improving performance of FPFW with the prediction number approximately 11.7%.

As a suggestion, Bapermas, PP, PA, and Family Planning need to maintain and improve ability and skills of FPFW by upgrading a family planning program and conducting training periodically to keep their abilities and skills. The factor of attitude needs to be provided more attention because it was influenced by rewards, motivation, resources, and work design.

Key Words : FPFW, Performance Analysis, Family Planning for Male

Bibliography : 62 (1966-2012)